



TOWN OF BUCKEYE

Explanation of Full Time Town Employee Benefits, July 1, 2006

CIGNA HealthCare – Town of Buckeye pays the entire cost of medical coverage for the employee only. If you choose to have one or more family members covered, the Town pays 75% of the difference between the single coverage and family coverage premium. The cost to the employee for family coverage is \$75.23 per pay based on 24 pay periods. Therefore, no premiums for health care coverage will be deducted on the third pay period in the two months in which there are three pay periods.

Employee Assistance Program – The Town provides through Cigna for employee and eligible household members at no cost to the employee.

MetLife Dental Insurance – Optional Dental benefit for employee and eligible dependents.

Eye Care Direct Vision Insurance – Optional Vision benefit for employee and eligible dependents.

MetLife Life Insurance - \$30,000 of coverage is provided by the Town at no cost to the employee.

Short Term Disability Insurance (STD) – MetLife – Short Term Disability insurance is provided by the Town at no cost to the employee. The purpose of Short Term Disability insurance is to provide adequate financial protection for any eligible employee who experiences a non-work related personal illness or injury that requires them to be off work for a period of time.

IRS 125 Cafeteria Plan – Flexible Spending Accounts – Health Care and Dependent Care Spending Accounts

Colonial or AFLAC Insurance Company – Supplemental coverage is offered to all employees at time of hire and during open enrollment. Coverages offered include: Accident, Short-Term Disability, Life, Cancer, Hospital Intensive Care, Hospital Confinement, and Sickness.

Deferred Compensation – Deferred compensation program through Nationwide Retirement Solutions.

Arizona Central Credit Union – If you wish to join and have an amount deducted each pay period.

Arizona State Retirement – Town of Buckeye is a member of the Arizona State Retirement System. Each pay period 8.60% of gross earnings is deducted as well as .50% for Long Term Disability for a total contribution rate of 9.10%. The Town matches the amounts equally.

Public Safety Personnel Retirement – Matching contributions by the Town are made to the Retirement System for Police Officers and Firefighters.

Sick Leave – Sick leave accrues at the rate of one day for each month worked.

Vacation – Eleven days of vacation are earned each year and available after the first anniversary date of employment.

Holidays – Ten paid holidays per year plus employee's birthday anniversary after one year of employment.